

**To:** Serina, Don[Serina.Don@epa.gov]  
**Cc:** Stavnes, Sandra[Stavnes.Sandra@epa.gov]  
**From:** Miller, Johanna  
**Sent:** Tue 2/18/2014 6:51:02 PM  
**Subject:** FW: Inappropriate Behavior -- Your Assistance Requested

Not sure who to direct this to but both messages Howard sent out went to my Junk folder. Johanna

-----Original Message-----

From: Howard Cantor [mailto:Howard\_Cantor@epamail.epa.gov]  
Sent: Tuesday, February 18, 2014 11:09 AM  
To: All Region 8 Employees  
Subject: Inappropriate Behavior -- Your Assistance Requested  
Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8  
1595 Wynkoop Street  
DENVER, CO 80202-1129  
Phone 800-227-8917  
<http://www.epa.gov/region08> <<http://www.epa.gov/region08>>

February 18, 2014

Ref: 8RA

#### MEMORANDUM

**SUBJECT:** Inappropriate Behavior – Your Assistance Requested

**FROM:** Howard M. Cantor//signed//  
Deputy Regional Administrator

**TO:** All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of

behavior before it escalates.